



Policy Number:
37
Effective: May 18th, 2015
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September 12th, 2019

Subject: Transportation

PURPOSE:

It is the responsibility of the Camden County Developmental Disability Resources (CCDDR) to protect the health and safety of all our clients who are being transported in a personal vehicle of staff or company vehicles. On occasion, there may be situations where CCDDR employees must use their personal vehicles to transport clients. CCDDR has established requirements for staff transporting clients in personal and company vehicles. CCDDR's goal is to provide a transportation program and service that support public or private transportation opportunities for persons with developmental disabilities. Our agency wants to create better transportation for our clients in the town in which they live, work and play.

POLICY:

CCDDR will make every effort to ensure qualified individuals with a developmental disability are not excluded from participation in or denied benefits of transportation services from CCDDR; however, circumstances may exist at any given time which would prevent CCDDR from providing transportation services. CCDDR requires that all local and state regulations be followed, including, but not limited to, wearing seat belts and adherence to speed limits. Employees must also follow guidelines described in the CCDDR Transportation Manual, CCDDR Employee Manual, and all CCDDR policies.

I. Title VI Assurances

Camden County Developmental Disability Resources agrees to comply with all provisions prohibiting discrimination on the basis of race, color, or national origin of Title VI of the Civil Rights Act of 1964 as amended, 42 U.S.C. 200d et seq., and with U.S. DOT regulations, "Nondiscrimination in Federally-Assisted Programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act," 49 CFR part 21.

Camden County Developmental Disability Resources assures that no person shall, as provided by Federal and State civil rights laws, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity. Camden County Developmental Disability Resources further ensures every effort will be made to ensure non-discrimination in all programs and activities, whether those programs and activities are federally funded or not.

Camden County Developmental Disability Resources meets the objectives of the FTA Master Agreement which governs all entities applying for FTA funding including Camden County Developmental Disability Resources and its third-party contractors by promoting actions that:

- Ensure that the level and quality of transportation service is provided without regard to race, color, or national origin
- Identify and address, as appropriate, disproportionately high and adverse effects of programs and activities on minority populations and low-income populations
- Promote the full and fair participation of all affected Title VI populations in transportation decision making
- Prevent the denial, reduction, or delay in benefits related to programs and activities that benefit minority populations or low-income populations
- Ensure meaningful access to programs and activities by persons with Limited English Proficiency (LEP)

Camden County Developmental Disability Resources receives state and/or federal funds through grants administered by the Missouri Department of Transportation for both operating and capital. As a recipient of this funding, Camden County Developmental Disability Resources is committed to assuring compliance with the Title VI Requirements for Federal Transit Administration Recipients as outlined in FTA circular 4702.1B

II. Qualifications for Position of Drivers for CCDDR

- A. Drivers shall be properly licensed (Missouri state driver's license preferred and preferably a Class E Driver's License). Employees will furnish a copy of their driver's license to Human Resource Officer upon hiring date and also upon renewal of license.
- B. Employees must have the minimum liability coverage as required by Missouri statutes (If using a private vehicle.)
- C. All individuals who are employed by CCDDR are required to have a background check consisting of:
 - Illegal drug screen (Upon hire and randomly if shows probable cause)
 - FBI fingerprint check (fingerprints/criminal records check/sex offender registry check thru the Highway Patrol upon hire and every 6 years of employment with the agency)
 - Family Care Safety Registry (annually)
 - Driving history/MVR (annually)
 - Office of Inspector General (OIG United States Department of Health & Human Services (annually)
- D. The vehicles must have adequate first aid supplies, including a first aid kit that is checked annually and as necessary.
- E. Vehicles must have copy of current insurance carrier guidelines regarding what to do in event of an accident.

- F. In the event of an accident and/or injury while transporting a client, the driver will immediately notify the police and ambulance (if needed) to report the accident, provide CPR/First Aid as needed. (If you have a current certification in CPR.) The Executive Director and Human Resources will be notified immediately and if needed, completion of a Workers Compensation Authorization for Medical Treatment form.
- G. All accidents occurring away from the CCDDR office when on CCDDR business, regardless of professional medical attention, must be reported, for Workers Comp purposes. Verbal notification of any serious occurrences should be immediately reported to the Executive Director.

III. Responsibilities of Our Drivers

- A. Driver safety is priority.
- B. Driver is required to review Transportation Policy Manual annually.
- C. The driver is responsible for the condition of the vehicle.
- D. It is the responsibility of each driver to fill out the mileage report form upon departure and return in the company vehicle(s).
- E. Driver must wear seatbelt at all times and verify passengers have seat belts on.
- F. Driver is required to take credit card and fill up the vehicle with fuel when it reaches ½ tank.
- G. Only authorized persons can drive or ride in company vehicles.
- H. Always be polite and professional when transporting consumers.
- I. Never drive under the influence of illegal drugs or controlled substances of any kind.
- J. Driver may not alter the company vehicle(s) in any way without prior consent of the Executive Director.
- K. It is each driver's responsibility to maintain a current valid driver's license.
- L. Never drive faster than the speed limit. If you receive a ticket, you are responsible for all costs.
- M. Never carry more passengers than available seating in the vehicle.
- N. Company vehicles are used for company business only.
- O. Driver shall not transport a minor without written documentation or a phone call from parent/guardian of minor, and if possible, parent/guardian should accompany the minor who is being transported.
- P. Company vehicle keys are to be placed in office desk drawer after vehicle is parked and should always remain there when the vehicle is not in use.
- Q. It is the responsibility of every driver to be informed on impending weather conditions and the daily forecast outlook. You will need to watch the news to get this information. This includes all seasonal, inclement weather (snow, ice, thunderstorms, tornado, etc.). It is the driver's responsibility for calling the Support Coordinator so they can contact the client and inform them of the situation.

Drivers should use common sense and good judgment when deciding to drive/transport clients for the day. If the weather is questionable, don't go! It is better to be safe than sorry!

IV. Vehicle Safety Checks

- A. Any vehicle problem is to be reported to lead personnel.
- B. Check vehicle tires - the life of the tires depends on how the vehicle is driven.
- C. Excessive speed, braking or acceleration will cause tires to wear away.
- D. Always drive at a safe speed. A safe speed depends on a number of factors:
 - Road Conditions: wide, straight, good/bad surface, good/bad vision etc.
 - Weather Conditions: dry, wet, bright, sunny, misty, raining, snow, fog etc.
 - Traffic Conditions: light or heavy flow of traffic, country, city etc.
 - Physical Condition of Driver(s): relaxed, happy, tired, worried, aggressive, frustrated etc.
- E. Never use the vehicle if any maintenance light is on as it could be unsafe.

V. Driving Under the Influence

If you drive under the influence of alcohol, a controlled substance, or impairing substance, the legal penalties include the loss of your license, a fine, and/or prison sentence. Employees will be terminated immediately if determined to be driving under the influence of alcohol and controlled or impairing substances.

VI. Mobile Phone

Although an increasing number of states are placing restrictions on cell phone usage, Missouri has no law regarding the use of cell phones while driving. The use of mobile phones while driving a company vehicle is prohibited.